

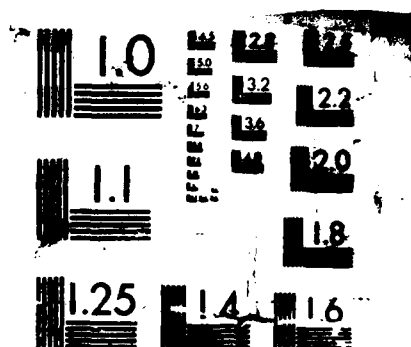
STRESS AND OVERLOAD ON THE WOMAN IN THE DUAL CAREER
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STRESS AND OVERLOAD ON THE WOMAN IN THE DUAL
CAREER NAVY FAMILY

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A Report

Presented to

The Faculty of the School of Education
San Diego State University

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In Partial Fulfillment
of the Requirements for the Course
Education 795 A & B Seminar
Dr. A. Merino

by

Vanessa Olivia Johnson

April 29, 1987

Acknowledgments

First, I would like to thank God for giving me the strength and the perseverance to complete this project. I would also like to thank my husband, Ed for being so understanding and last but not least, my children Edwin and Devan who will someday understand.

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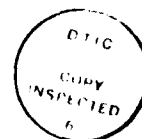


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Abstract

Stress and Overload On The Woman In The Dual Career Navy Family

Although Navy couples are on the rise, there has been little research on the problems that the woman encounter in this unique family. This thesis explores the causes and the impact of stress and overload on the woman in the dual career Navy family. The areas addressed in a review of the literature include: (1) Dual Career Families; (2) The Woman in the Dual Career Family; (3) Stress; (4) Causes of Stress; (5) Overload; (6) Signs of Overload and finally; (7) Coping Strategies.

It was hypothesized that no matter how high the woman climbs the ladder in her military career, she will still be thought of as "mom", if she is a mother and the one who is specifically responsible for childrearing and housekeeping.

This study was conducted in San Diego, California in March of 1987. All of the respondents were active duty dual career female Naval Officers, who were married to active duty military men.

The measuring device utilized for this study was a four part questionnaire that consisted of four parts: I Background Information; II Stressors; III Role Overload; and IV The Dual Career Marriage. (1)

It was clear that women officers are satisfied with their roles as mother, wife and Naval Officers, and are doing quite well in coping with them. It is also clear that these women are suffering from role overload and health problems, which often accompany these roles, such as: depression, headaches, becoming tired and eating more/less, but they tend to think that their role overload does not conflict with their job performance.

There are many stressors in the lives of the dual career military woman and those stressors that causes the most problems are: (1) planning her career; (2) spending time with her family; (3) changing duty stations; (4) moving; (5) separations from her husband; (6) preparing to move; (7) finding assignments in the same geographical location; (8) long working hours; (9) finding good childcare; and (10) finding after hour childcare.

It was also noted that even though the women in this study characterized their marriage as a Camelot type marriage (Neither partner dominates. The couple shares most of the household tasks and childrearing.) they are still ultimately responsible for childrearing and housekeeping. Husbands are not doing their fair share.

Results of this study also indicated that these women ranked mother as their number one role, followed by wife and Naval Officer.

CHAPTER 1

Introduction

"Dearly Beloved, we are gathered together here in the sight of God, and in the presence of these witnesses, to join this man and this woman in holy matrimony....with this ring I thee wed".

So many couples have made these vows, and many of those same couples have also made vows to the U. S. Navy and to other branches of the military. Today the number of dual career families are on the rise, not only in the civilian sector, but also in the military. Dual career Navy families present many characteristics which set them apart from dual career civilian families. The family itself is unique and different and it's uniqueness alone causes stress and overload on the woman in that family. This thesis explores the impact of stress and overload on the woman in the dual career Navy family.

Social pressures are responsible for the growth in the dual career families. Remember the women's liberation movement? Women of America, re-evaluated themselves and their roles in society. A major factor supporting this new self-awareness was the widespread use of birth control devices, which gave women greater control over the choice of whether or not to have children.

It was the women's liberation movement that supported the fact that there was more to life for women, than having babies and becoming housewives. Those days have come and gone, and as we look back we can see that those particular years have drastically affected our lives. Women are now demanding more out of life and getting a bit more than they actually bargained for.....stress and overload.

Statement of the Problem

This thesis explores the causes and the impact of stress and overload on the woman in the dual career Navy family. Although Navy couples are on the rise, there has been little research on the problems that the woman encounter in this unique family. No matter how high the woman climbs the ladder in her military career, she will still be thought of as "mom" if she is a mother and the one who is specifically responsible for childrearing and housekeeping. Furthermore, "the female professional assumes the role of wife, a role which has traditionally been an accommodating one in deference to society's stress on the importance of the husband's profession. Culture has relegated a woman to the role of man's mate and helper. Often, the wife has assumed the mantle of the husband's profession and has been comforted by a ready-made identity.

Running a household has been the wife's preoccupation, a job which definitely does not allow concentration on anything: it is a job of interruptions and routines in disarray. Thus, in a dual-profession family, the wife must perform the customary role of a subordinate, even though she continues to carry also the role of professional, a role not noted for deference (Arfken, 1985, pp. 7-8)."

The areas that will be addressed in a review of the relevant literature include the following:

1. Dual Career Families
2. The Woman in the Dual Career Family
3. Stress
4. Causes of Stress
5. Overload
6. Signs of Overload and
7. Coping Strategies

Limitations

This study was limited to dual career Navy couples in the San Diego area. Research material for this study was obtained from journals, books, governmental publications and from the Educational Resources Information Center available at San Diego State University's Malcolm Love Library. Very little research has been performed in the area of dual

career Navy couples. There is also a lack of literature comparing Navy couples to other dual career couples.

Definition of Terms

Coping. An active, adaptive process of using strategies to manage one's world.

Dual career. "Both partners pursue careers as well as family roles. Such careers involve sequential jobs or occupations which require high commitment, are developmental in nature, and from which major personal rewards are derived (Rapoport and Rapoport, 1969)."

Dual career Navy family. A family in which both husband and wife pursue Naval careers. (This includes the Marines and the Coast Guard.)

Overload. "The sense of distress and helplessness that a couple suffers when, through their individual and joint efforts and capabilities, they are no longer able to deal effectively with personal or professional problems (Shaevitz & Shaevitz, 1980, p. 231)."

Stress. "Stress is what we feel when our body reacts biochemically to demands made on it. These demands require us to adapt, to absorb change, and to cope with disruptions and imbalance in our lives. When this happens, we experience physiological changes. Our body releases

chemical and adrenalines and musters its defenses. It puts us on alert to fight or flee. It readies us for action. Our heart rate increases, we breathe faster, our blood pressure goes up, our muscles tense, and we may perspire or experience changes in body temperature (Hall & Hall, 1979, p. 89)."

Stressors. Events that causes stress.

Superwoman. "A woman with considerable ego strength, self-confidence who successfully maintains many roles, achieves balance in her life, is poised, socially responsible and can do anything which is necessary. She, then, is not a woman with superhuman abilities but has the attributes of a real woman, in fact, she is very much like the woman who has chosen a professional career along with a family or other responsibilities. The Superwoman is not necessarily a wife and mother but that is the image which tends to be projected most often because family responsibilities entail more roles and tasks than are usually assumed by single women (Bean & Wolfman, 1979)."

Chapter 2

Review of Related Literature

Dual Career Families

Rapoport and Rapoport (1969) defined dual career as: "one in which both partners pursue careers as well as family roles. Such careers involve sequential jobs or occupations which require high commitment, are developmental in nature, and from which major personal rewards are derived. "Another author (Gilbert, 1985) defines the dual-career families as: "a variation of the nuclear family in which both spouses pursue an uninterrupted lifelong career and also establish and develop a family life that often includes children. The term career, although sometimes used to indicate any kind of employment, is defined here as those positions requiring special education and training and undertaken or engaged in as a lifework. Typically such positions require a high degree of commitment and often provide the person with a sense of consecutive, progressive achievement, be it through promotions or other recognition of one's accomplishments or skills (e.g., as a teacher, physician, or social worker) (pp. 6-7)." The dual career couple is different from the

"two-person career" (Fapanek, 1978). In the dual career relationship, each partner has a distinct work role; in the two-person career, both partners focus their energies on one job (Hall & Hall, 1979).

Within the Dual career family there are different types of marriages. According to (Shimberg & Beach, 1981) the typical examples are as follows:

(1) Macho Man - The husband is the dominant force in this marriage. This the relationship where the woman comes home from a full day at the office and apologizes when her husband has had to wait for his dinner, despite the fact that he got home an hour before she did and could have fixed it or at least gotten it started.

The macho husband's career comes first. If he gets transferred the wife is the one who gives up her career to go with him. Even though she may hold equal occupational status with her husband, her primary role is seen as homemaker and mother. Her career is considered to be a hobby to fill her extra time.

(2) Wonder Woman - In this marriage, the woman dominates. She makes the major decisions for the couple. She usually outdistances her husband in her achievement level. Her earning power and status responsibilities are greater than his. Her needs and career come first.

(3) The Fair-Weather Friend - This is the marriage where one mate may dominate but encourages and emotionally supports his or her spouse. As long as he or she doesn't surpass the achievements of his or her mate, the support and encouragement remain.

In this relationship the wife may receive encouragement for her career from her husband, but she still has the major responsibilities for children and home. Both spouses are trying to find more equal roles, but they're still caught between a traditional contract and one that allows the wife more freedom.

(4) Who's Afraid of Virginia Woolf? - In this marriage each person attempts to dominate and compete with the other. This relationship is more like a deadly game: each player strategically manipulates the other and keeps the opponent off balance. It is a win/lose battle that never ends. Usually the winner is the spouse requiring less affection and overt signs of love. This type of marriage is marked by the partners taking "pot shots" at each other whenever possible, making dinner guest wish they had stayed home. It is the most destructive of all the marriage styles.

(5) Laissez Faire - This is the marriage of convenience. The arrangement is satisfactory for the most part. Each partner goes his or her separate way. They are

comfortable with each other and, unless something comes up to rock the boat, probably will stay together. There is little nourishing and little affection, but it seems to work for them.

(6) Camelot - This is the "ideal" egalitarian relationship. In this marriage, neither partner dominates. There are few sex role divisions of labor and the couple shares most of the household tasks (and child care, if any). The power structure in this relationship flows back and forth. Decisions are made through mutual consent and/or with a give and take that says "we" are more important than "me". It may not be totally attainable in 100 percent of the decision-making efforts, but the couple with the Camelot commitment uses this orientation as a model and goal.

Shimberg and Beach (1981) concluded that "throughout their relationships, the couples in double-career marriages will experience more than one of these models as their lives, careers and needs change (p. 7)."

The Woman in the Dual Career Family

Superwoman' Bean and Wolfman (1979) describes the superwoman as "a woman with considerable ego strength, self-confidence who successfully maintains many roles, achieves balance in her life, is poised, socially responsible and can do anything which is necessary. She, then, is not a woman with superhuman abilities but has the attributes of a real woman, in fact, she is very much like the woman who has chosen a professional career along with a family or other responsibilities. The Superwoman is not necessarily a wife and mother but that is the image which tends to be projected most often because family responsibilities entail more roles and tasks than are usually assumed by single women (p. 78)."

"The dual-career marriage challenges the traditional expectation that the wife will sacrifice her career ambitions to promote her husband's career. Yet, as in other aspects of the dual-career marriage, e.g. childrearing and housework where women continue to carry the bulk of the workload (Erkut, Sumru & Fields, 1981)."

"The pressure of the married career woman is twofold: family responsibilities and career obligation (Gulahan & Gilbert, 1979)."

The increased importance of wife's earnings to family economic well-being lends credence to the belief that wives who share the income-earner role in the family have an implied right to expect more involvement and assistance from their husbands in carrying out family tasks such as meal preparation, cleaning, laundry, and child care (Blood & Wolfe, 1960; Scanzoni, 1980; Bird, 1982).

Most women continue to follow their traditional priorities of tailoring their employment schedules to their family responsibilities, rather than the reverse, as men do (Degler, 1980:436).

In a study of nine women in dual career families (Arfken, 1985) found that :

1. To be a professional was very important to the self-esteem and identity of each woman.
2. Only one woman identified in her high school years a career goal or dream--and that decision was based on a friend's career choice. The remaining eight entered the professions by happenstance.
3. Achievement was most meaningful to these women at the intrinsic level and explained their drive to stay competent and current in their professional field.

4. The participants voiced a need for recognition of and praise for their performance and achievement, particularly from their colleagues.

5. These women stated that their professional spouses had a definite effect on their careers in terms of opportunities, advancement, and mobility.

6. Only two women identified a future professional dream, but one stated emphatically that she would not pursue it.

7. Only three of these professional women had had mentors in their academic careers, and none had one at the time of the study.

8. Role models--particularly mothers and close relatives--were important in developing confidence and security and expanding their outlook.

9. These professional women possessed three major roles with the order of saliency being that of mother, wife, and professional.

10. Unstated role expectations for self often caused these women guilt.

11. Unstated role expectations by others defined their boundaries of behavior, restricted their opportunities for career advancement, and often caused them guilt and resentment.

12. The most frequently cited instances for helping these women prepare for assuming multiple roles were birth order, family need, role models, and personal characteristics such as intelligence, confidence, and self-esteem.

13. Personal conflicts for the nine women were most intensive in the areas of career advancement, self-identity, and "stroking" needs. The younger women in the group stated that they received "stroking" from their husbands; the older women stated that their needs were not being met sufficiently by their husbands and only rarely by their colleagues.

14. Conflicts related to their dual-profession marriages were most evidently related to the balance between career and achievement needs, equity, and responsibility, money, and time and stress. The younger women, whose earnings closely paralleled those of their husbands, did not express conflicts concerning money. The older women, whose earnings exceeded 75% of their husbands', were bothered by that disparity and expressed conflict in that area.

15. For several participants, relief from the conflict the women experienced appeared as lack of commitment, withdrawal, and, in some cases, for the older women, plus one of

the younger women, had rearranged the priorities in their lives because of the stress of exhaustion.

16. These professional women said they felt lonely and isolated, lacking both friends and an external support system.

Stress in the Dual Career Family

What is stress? "Stress is what we feel when our body reacts biochemically to demands made on it. These demands require us to adapt, to absorb change, and to cope with disruptions and imbalance in our lives. When this happens, we experience physiological changes. Our body releases chemicals and adrenalin and musters its defenses. It puts us on alert to fight or flee. It readies us for action. Our heart rate increases, we breathe faster, our blood pressure goes up, our muscles tense, and we may perspire or experience changes in body temperature (Hall & Hall, 1979, p. 89)." This stress reaction depends upon the way we respond to our environment. What is stressful to some may or may not be stressful to others. Stressors are events that causes stress.

Slurmer (1984) suggested that the stress of role-cycling experienced in some dual-employed families refers to their attempts to meet the demands of their

individual employment cycles with the changing responsibility of the different family life cycle stages. Generally, the most stressful times occupationally are when the individual is establishing himself or herself on the job and again when one is promoted or assumes new or added responsibilities. Similarly, various time periods in the family, such as the childbearing stage and adolescence of the children have been noted to be particularly stressful. Some dual-career couples attempt to avoid additional strain by staggering their career and family cycles so that peak career and family stress times are not occurring simultaneously. But, overall, any flexibility must come from the family rather than the work arena (p. 5)."

Whenever we experience stress our bodies need time to adjust and be restored to it's equilibrium. If this is not done it could lead to a serious physical or emotional breakdown.

Symptoms of Stress

Symptoms of stress are your bodies way of telling you that something is wrong. Lenz (1980) lists the following as typical symptoms of stress:

1. A dry mouth.
2. A tendency to perspire.

3. A tense neck or back.
4. A nervous stomach or stomach cramps.
5. Aches and pains that do not have an organic cause.
6. Feeling of constant fatigue even after sleep.
7. Difficulty falling asleep or staying awake.
8. Feelings of weakness.
9. Strained facial muscles or a nervous twitch.
10. A tremor or shaking in your hands.
11. Palpitations.
12. Rapid mood shifts.
13. Fears of being alone, with others, in new places,
etc.
14. Irritability.
15. A quick temper.
16. Shortness of breath.
17. Chest pain or feelings of tightness in your chest.
18. Hypersensitivity or hyperactivity.
19. The inability to relax, and feelings of guilt when
you do relax.
20. A constant craving for activity and stimulation.

Lenz (1980) also suggests that "some of the symptoms of stress can also be symptoms of other serious diseases (p. 6)."

What causes stress? Change of duty every two to three years? Standing the mid-watch on a nuclear submarine? Having a baby, while your spouse is on a nine month deployment cruise? The thought of being passed over for promotion? These are just a few of the stressors that are common to military couples, but researchers found that the most common causes of stress are change, conflict, and pressure or overload.

Overload in the Dual Career Family

What is overload? Shaevitz and Shaevitz (1980), define overload as: "the sense of distress and helplessness that a couple suffers when, through their individual and joint efforts and capabilities, they are no longer able to deal effectively with personal or professional problems."

Overload to some couples is different from overload to other couples and may even occur under different circumstances. Overload can result from having to juggle several roles simultaneously. Many couples approach the overload point at least once and perhaps several times during their careers.

Henderson (1981), study of Coast Guard couples found that when asked if they were experiencing any serious conflicts as a result of their combined careers, a

significant difference was noted between the dual income and dual career families. Of the respondents who stated that they were experiencing serious conflict, the reason most often given was relocating or transfers and overload was the second most frequent answer.

"The problem of work and role overload is a common source of strain for dual-employed families. When each individual is engaged in an active work role and active family roles, the total volume of activities is considerably increased over what a conventional family experiences. In dual-employed families this can result in overload, with household tasks generally handled as overtime (Skinner, 1984, p. 4)."

"Another common source of overload is what we call simultaneous career demands. When both partners are engaged in demanding jobs or when both jobs "peak" -i.e., become unusually demanding -stress escalates precipitously. Typically, one partner can support the other if he or she is in a lower-demand situation or work is going along routinely. But when both partners are responding to deadlines, crises, increased pressure, or heavy travel commitments simultaneously, there is virtually no slack in the system (Hall & Hall, 1979)."

Another problem for dual career military couples is that both are usually in very stressful job situations and are both responding to their jobs in stress-producing ways. Studies shows that if both partners are bringing home job stresses, it is likely that the entire relationship will consist of coping with the pressures of work. Thus, Hall and Hall (1979) feel that "stress overload can result from the interaction of two people intensely involved in their own career pursuits. That alone may be sufficient to stretch the relationship beyond its tolerance limit (p. 98)."

What are the danger signs of overload? Shaevitz and Shaevitz (1980) cite the most common overt symptoms of overload as:

Communication Failure - The two are on different wavelengths. Insignificant matters tend to cause arguments and verbal interactions between the two degenerates dramatically and diminishes.

Fatigue - The level of tiredness begins to increase more than it should and the two are unable to share the other's burden, the overload period may be at hand, or may have passed. If one of the partners fatiqueness makes the other partner angry and resentful, and him or her is

unwilling to come to the aid of the other because of pressures from his/her own set of chores and priorities, then the couple may be approaching or is at the overload point.

A Sense of Helplessness and Hopelessness - The feeling of nothing works or everything is going wrong, in dealing with every day routines, may be a sign that overload is at hand.

Coping Strategies

Overload is only one of the major stumbling blocks that is encountered by the dual career military family. How does the dual career military family cope with overload?

Shaevitz and Shaevitz (1980) suggest several steps in dealing with overload. Among them are:

- Recognize the symptoms of overload.
- Admit that an overload exist.
- Investigate the causes of the overload and make plans to eliminate them.
- Make sure that you include long and short term plans to your strategy to deal with overload.

Once this has been accomplished everything else is smooth sailing.

"Professional women possess not only outwardly visible strategies for coping, but they also employ psychological and perhaps unconscious ones (Artken, 1985, p. 3)."

In a study by Gray (1979) the three most common coping strategies reported by over 80 percent of the women were:

1. rotating attention among roles,
2. reducing standards within roles; and

3. encouraging family members to help with household chores.

Arfkin (1985) in her study of nine women in dual career families found that "to cope with their multiple roles and conflicts, these women employed most commonly the strategies of accommodation/sacrifice, avoidance/withdrawal, hiring help, planning/scheduling, and role redefinition (p. 7)."

Hood (1985) found in his study of couples in two-job families that they used several strategies in learning how to cope with overload. Three of the most important strategies were: "(1) reducing role overload by learning to be satisfied with dirtier houses and simpler meals and/or delegating work to paid housecleaners and older children, (2) coming to terms with ambiguity about the relative priorities of each spouse's work and family roles, and (3) making each spouse's wants and needs clear to the other and discussing the implications of each person's wants and needs for the other's wellbeing (and the family's) (p. 192)."

Chapter 3

Methodology

This study was designed to explore the causes and the impact of stress and overload on the woman in the dual career Navy family. It was hypothesized that no matter how high the woman climbs the ladder in her military career, she will still be thought of as "mom", if she is a mother and the one who is specifically responsible for childrearing and housekeeping.

Sample

This study was conducted in San Diego, California in March of 1987. All of the respondents were active duty dual career female Naval Officers, who were married to active duty military men.

Data Acquisition

The measuring device utilized for this study was a four part questionnaire. Participants were told not to put their names on the questionnaire, but were told that results of the study would be furnished to them if they requested it. Ideas and in some instances exact wording, of items in Part

III and Part IV of the questionnaire were taken from Shimberg and Beach (1981), Bean and Wolfman (1979) and Lenz (1980).

The questionnaire developed for the study consisted of four parts: I Background Information, II Stressors, III Role Overload, and IV The Dual Career Marriage.

Part I Background Information covered demographics and background characteristics of the respondent and her spouse. Thirteen questions were asked concerning the respondent and her spouses' rank, age, designator and educational level. Number of children, their ages, the number of years married and the number of times married was also asked. She was also asked to indicate the year she was commissioned, the commissioning source, whether or not she planned to stay in the Navy and also whether or not she and her spouse were satisfied with their jobs.

Part II Stressors covered stressors and health problems that the dual career military woman encounters in her life. The respondent was to evaluate the first twenty-seven stressors that were given by circling whether or not they were: (1) no problem, (2) minor problem, (3) major problem or, (4) not applicable. Question 28 asked the respondent, which stressors were the most problem. She was asked to mark the stressors in items 1 through 27 and rank the three worst

stressors. Question 29 dealt with health problems that were due to stress. The respondent was asked to circle (1) no problem, (2) minor problem, (3) major problem or, (4) not applicable to the health problem listed in question 29 (items a - m). She was also given an option to fill in three other health problems that were also a problem to her, (items n - p).

Part III Role Overload covered roles that are typically held by women in the Navy and also tasks that the husband typically share responsibility for. Question 1 asked the respondent to check all of the roles listed that applied to her. Several blanks were given to fill in any additional roles that she thought applied to her. At the end of the list of roles the respondent was asked to total the number of roles that she had checked. Question 2 asked the respondent if she suffered from role overload. Question 3 asked whether or not role overload conflicted with her job performance. Question 4 asked the respondent to rank five of the roles that she checked in question 1 in order of precedence.

To determine whether or not the husband shared responsibility for the children and household, the respondent was asked to mark all of the items listed in question 5 that the husband shared responsibility for.

Question 5 asked the respondent who was ultimately responsible for the tasks checked in question 5.

Part IV The Dual Career Marriage covered the different types of marriages that you might find in the dual career family. It asked the respondent to read the six types of marriages given and mark the one that applied to her family. At the end of Part IV a section was left for comments, concerns or recommendations to other dual career military women.

For further information, refer to the questionnaire in the appendix.

Generalizability

The results of this study are not generalizable beyond this group of women officers due to the following limitations and biases:

1. The number of women officers in the study was limited to fifty, due to the availability of women officers in the San Diego area.
2. The findings of this study might have been affected by a less than 100 percent return of the questionnaires.
3. There is no way to determine how accurate the

honest the officers were in answering items on the questionnaire.

Procedure

The procedure consist of two phases. The first phase, information gathering, lasted from 6 March through 30 March 1987. A questionnaire was given to dual career military women at a luncheon sponsored by the Women Officers Professional Association (WOPA) in March 1987. Other questionnaires were completed voluntarily by other dual career military women throughout the San Diego area.

In the second phase, data were assessed and subjected to analysis.

In determining the causes of stress and overload on the women in the dual career military family each questionnaire was designed to determine:

- what stressors presented the most problems?
- which health related problems were due to stress?
- the total number of roles the woman held,
- whether or not she suffers from role overload?
- whether or not her role overload contributed with her job performance?
- what coping strategies presented?

- which tasks did the husband share responsibility for?
- who was ultimately responsible for those tasks?
- the type of dual career family she has.

Chapter 4

Results

In all, fifty questionnaires were distributed and thirty-eight of them were completed, for a return rate of 76 percent.

Demographics

Responses to demographics and background information are shown in Table 1. A large percentage of the women surveyed were Lieutenants (50%) followed by Lieutenant Commanders (32%), while 42 percent of their spouses were Lieutenants. Sixty-one percent of those surveyed were unrestricted line officers (1100) and twenty-four percent of them were from the Nurse's Corp (2900). Spouses were generally surface line officers. There were more Officer Candidate School (OCS) graduates (63%) than any other commissioning source. The Officer Indoctrination School represented 24 percent of those surveyed. The women in this study were more likely to be younger than their spouses, but were equal to or greater than their spouses in rank and educational level. (See figure 1).

Figure 1

Scattergram of the Respondent's Age in
Comparison to her Spouse's Age

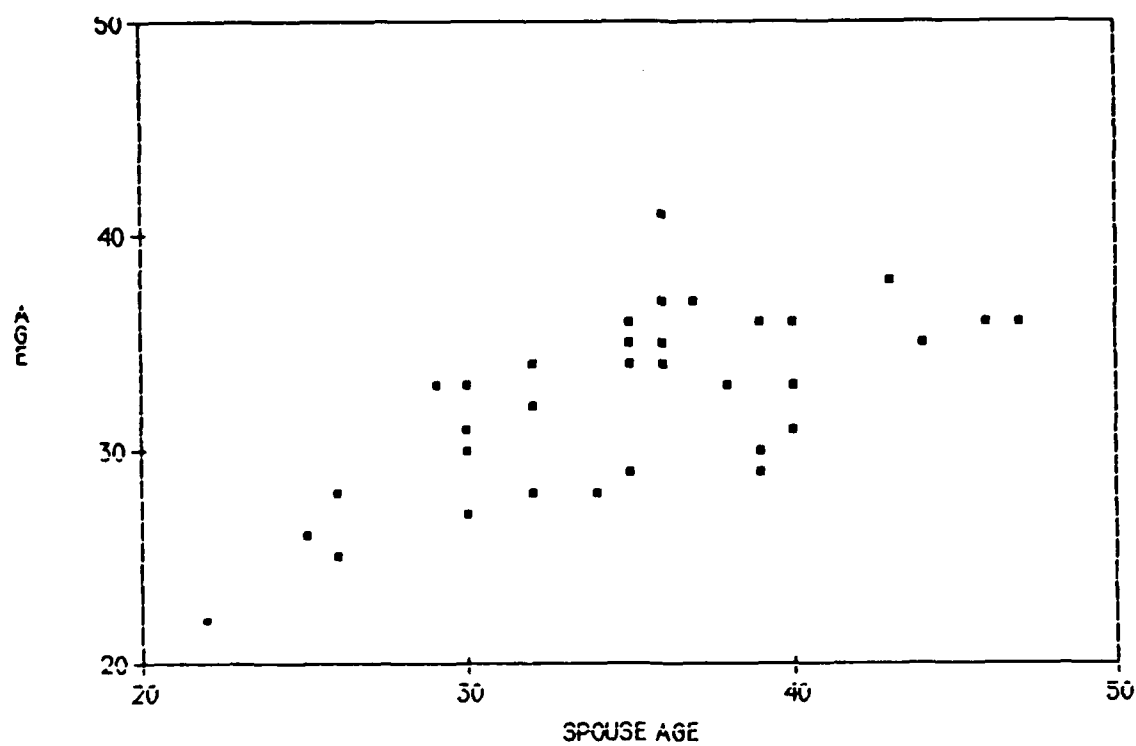


Table 1
Demographics

ITEM	NUMBER	PERCENT
<u>RANK</u>		
ENSIGN	2	5
LIEUTENANT JR GRADE	2	5
LIEUTENANT	19	50
LIEUTENANT COMMANDER	12	32
COMMANDER	3	8
<u>SPOUSES RANK</u>		
ENLISTED	8	21
LIEUTENANT	16	42
LIEUTENANT COMMANDER	7	18
COMMANDER	5	13
CAPTAIN	2	5
<u>DESIGNATOR</u>		
11--	27	71
2900	9	24
OTHERS	2	6
<u>SPOUSE DESIGNATOR</u>		
ENLISTED	8	21
MARINE OFFICERS	3	8
11--	10	34
13--	6	16
2900	3	8
OTHERS	5	13
<u>COMMISSIONING SOURCE</u>		
NROTC	3	8
OCS	24	63
OIS	9	24
USNA	2	5
<u>AGE</u>		
20-25	2	5
26-30	10	26
31-35	14	42
36-41	10	26

Table 1 continued

Demographics

ITEM	NUMBER	PERCENT
<u>AGE OF SPOUSE</u>		
22-25	2	5
26-30	10	26
31-35	10	26
36-40	12	32
41-47	4	11
<u>EDUCATIONAL LEVEL</u>		
BA/BS	24	63
MA/MS	12	32
PHD/DDS	2	5
<u>SPOUSE ED. LEVEL</u>		
12-12+	7	18
BA/BS	20	53
MA/MS	8	21
PHD/DDS	3	8
<u>NUMBER OF CHILDREN</u>		
0	16	42
1	9	24
2	8	21
3	5	13
<u>AGES OF CHILDREN</u>		
1 AND UNDER	13	32
2-3	10	25
4-6	7	18
7-9	4	10
11-15	3	8
16-20	3	8

Notes: Percentages do not always equal 100 due to rounding.

Twenty-two or 58 percent of those surveyed had children. Ninety-one percent of those with children reported having kids under the age of 8.

An overwhelming 95 percent of the women have decided to stay in the Navy, but only 82 percent of them are satisfied with their jobs. Only 68 percent of their spouses are satisfied with their jobs, but 92 percent of them are satisfied with the fact that their wives are working.

Responses and Comments on Questionnaire

Based on the responses to the questions on stressors (Table 2), it can be said that the military women in this study are not experiencing stress as a result of:

- deciding whether or not they'll stay in the Navy.
- job performance.
- their relationship with their spouse.
- spousal support.
- competition with their spouse.
- their husband thinking his job is more important.
- her thinking her job is more important than her spouse.

Table 2

Responses to Questions on Stressors

ITEM #	TOTAL ANSWERED	NO PROBLEM		MINOR PROBLEM		MAJOR PROBLEM		NOT APPLICABLE		OVERALL PROBLEM
		#	%	#	%	#	%	#	%	
1	38	5	13	22	58	11	29	0	0	YES
2	38	22	58	8	21	8	21	0	0	NO
3	38	13	34	19	50	6	16	0	0	YES
4	38	7	18	18	47	13	34	0	0	YES
5	38	19	50	11	29	8	21	0	0	NO
6	38	16	42	18	47	4	11	0	0	YES
7	38	4	11	23	61	10	26	1	3	YES
8	38	6	16	18	47	13	34	1	3	YES
9a	38	5	13	14	37	14	37	5	13	YES
9b	38	6	16	21	55	10	26	1	3	YES
10	38	5	13	17	45	9	24	7	18	YES
11	38	7	18	12	32	11	29	8	21	YES
12	38	15	34	15	39	7	18	3	8	YES
13	38	6	16	20	53	11	29	1	3	YES
14	38	11	29	20	53	7	18	0	0	YES
15	38	22	58	9	24	7	18	0	0	NO
*16	38	4	11	9	24	3	8	22	58	YES
*17	38	1	3	9	24	11	29	16	42	YES
*18	38	1	3	8	21	11	29	17	45	YES

Table 2 Continued

Responses to Questions on Stressors

ITEM #	TOTAL ANSWERED	NO PROBLEM		MINOR PROBLEM		MAJOR PROBLEM		NOT APPLICABLE		OVERALL PROBLEM
		#	%	#	%	#	%	#	%	
*19	38	3	8	5	13	11	29	19	50	YES
20	38	6	16	19	50	12	32	1	3	YES
21	38	7	18	19	50	11	29	1	3	YES
22	38	16	42	15	39	3	8	4	11	YES
23	38	23	61	9	24	4	11	2	5	NO
*24	38	4	11	13	34	4	11	17	45	YES
25	38	27	71	7	18	2	5	2	5	NO
26	38	22	58	9	24	6	16	1	3	NO
27	38	25	66	5	13	2	5	6	16	NO

* 22 or (58%) of the 38 respondents have children.

Note: Percentages do not always equal 100 due to rounding.

To determine the stressors that presented the most problems in the lives of the dual career military woman the responses to the minor and major problems in items 1 - 27 of Part II were totalled with the highest percentages representing the top stressors. Table 3 gives a listing of those stressors that presented the most problems. The top stressors were:

- planning her career
- spending time with her family
- changing duty
- moving
- separations from husband
- preparing to move
- being a parent and being in the Navy
- finding good childcare
- finding after hour childcare
- finding assignments in the same geographical location as her spouse

Table 3
Stressors Causing the Most Problems

ITEM #	MINOR PROBLEM		MAJOR PROBLEM		TOTAL		*
	#	%	#	%	#	%	
1	22	58	11	29	33	87	-
4	18	47	13	34	31	82	-
7	23	61	10	26	33	87	-
8	18	47	13	34	31	82	-
9b	21	55	10	26	31	82	-
13	20	53	11	29	31	82	-
*16	9	24	3	8	12	31	54
*17	9	24	11	29	20	53	91
*18	8	21	11	29	19	50	86
*19	5	13	11	29	16	42	73
20	19	50	12	32	31	82	-
*24	13	34	4	11	17	45	77

* 58% of the respondents have children.

Note: Percentages do not always equal 100 due to rounding.

Dual career military women are experiencing health problems due to stress and/or role overload. (See Table 4). In order to determine the health problems that most of the dual career military women were experiencing, the responses to the minor and major problems in items 29 (a-m) of Part II were totalled, with the highest percentages representing the most noted health problems. (See Table 5). The health problems most noted were:

- becoming tired (84%)
- eating less/more (63%)
- depression (63%)
- headaches (61%)
- difficulty awaking (58%)

Table 4

Responses to Questions on Health Problems Due to Stress

ITEM #	TOTAL ANSWERED	NO PROBLEM		MINOR PROBLEM		MAJOR PROBLEM		NOT APPLICABLE		OVERALL PROBLEM
		#	%	#	%	#	%	#	%	
29a	38	19	50	11	29	3	8	5	13	NO
b	38	6	16	19	50	13	34	0	0	YES
c	38	22	58	11	29	2	5	3	8	NO
d	38	14	37	15	39	7	18	2	5	YES
e	38	25	66	6	16	4	10	3	8	NO
f	38	18	47	12	32	3	8	5	13	NO
g	38	29	76	2	5	0	0	7	18	NO
h	38	19	50	0	0	1	3	18	47	NO
i	38	23	60	2	5	1	3	12	32	NO
j	38	11	29	9	24	15	39	3	8	YES
k	38	12	32	15	39	8	21	3	8	YES
l	38	27	71	1	3	0	0	10	26	NO
m	38	9	24	19	50	5	13	5	13	YES

Note: Percentages do not always equal 100 due to rounding.

Table 5
Most Noted Health Problems

ITEM	MINOR PROBLEM		MAJOR PROBLEM		TOTAL	
	#	%	#	%	#	%
29b	19	50	13	34	32	84
d	15	39	7	18	22	58
j	9	24	15	39	24	63
k	15	39	8	21	23	61
m	19	50	5	13	24	63

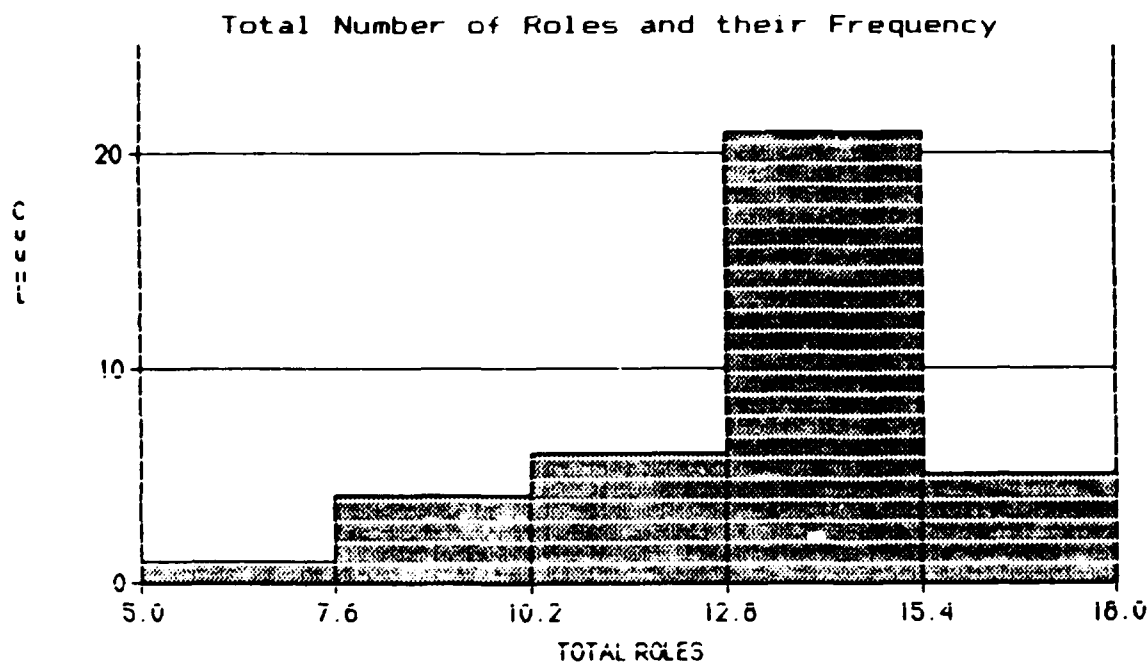
Note: Percentages do not always equal 100 due to rounding.

Question 1 of Part III asked the respondent to check the roles which applied to her. Nineteen roles were listed and blanks were provided for other roles that applied. The respondent was also asked to give the total number of roles she marked. In response to this two part question it was noted that the average number of roles each had was 14. Eighty-four percent of the respondents had 12 or more roles. (See figure 2).

When asked if they suffered from role overload 63 percent of them said yes. When asked if their role overload conflicted with their job performance 66 percent said no. (This included those that did not suffer from role

overload.) It was noted that of the 24 respondents that answered yes to role overload, 13 of them (54%) answered yes, that role overload conflicted with their job performance.

Figure 2



Question 4 of Part III asked the respondent to rank her first five roles in order of precedence. Seventy-three percent or sixteen of the twenty-two respondents with children, ranked mother as their number one role. The number two role ranked by all of the respondents was that of wife at 12 percent, followed by Naval Officer with 14 percent. The fourth and fifth roles were unable to be determined.

Question 5 of Part III asked each respondent to mark each task that her husband shared responsibility for. (See Table 20). Husbands were more likely to share responsibility for:

- shopping for food (53%)
- cleaning (house) (66%)
- making beds (68%)
- paying bills (55%)
- laundry (63%)
- vacuuming (58%)
- washing clothes (61%)
- washing dishes (68%)

They were unlikely to be caught:

- helping their children with homework (100%) *
- attending school meetings (100%) *
- caring for their sick children (91%) *
- tucking their children into bed (86%) *
- bathing their children (73%) *
- feeding their children (73%) *
- mopping and waxing (66%)
- ironing (66%)
- pet sitting (59%) *
- cooking (58%)

* Percentage is based on the fact that 27 or (58%) of those surveyed had children.

Table 6

Responses to Husbands Sharing Responsibilities

TASK	TOTAL ANSWERED	YES #	%	NO #	%	N/A #	%
COOKING	38	16	42	22	58	0	0
MOP/WAX	38	13	34	25	66	0	0
BATH KIDS	38	14	37	16	*73	8	21
FEED KIDS	38	14	37	16	*73	8	21
SHOP FOR FOOD	38	20	53	18	47	0	0
CARE FOR SICK KIDS	38	11	29	20	*91	7	18
TUCK KIDS IN BED	38	12	32	19	*86	7	18
HELP KIDS WITH HOMEWORK	38	6	16	22	*100	10	26
ATTEND SCHOOL MEETINGS	38	4	11	22	*100	10	26
CLEANING	38	25	66	13	34	0	0
IRONING	38	13	34	25	66	0	0
MAKING BEDS	38	26	68	12	32	0	0
PARENTING	38	18	47	13	*59	7	18
PAYING BILLS	38	21	55	17	45	0	0
LAUNDRY	38	24	63	14	37	0	0
VACUUMING	38	22	58	16	42	0	0
WASHING DISHING	38	26	68	12	32	0	0

* 58% of the respondents have children.

Note: Percentages do not always equal 100 due to rounding.

Part III number 6 asked, who is ultimately responsible for the tasks marked in question 5. Fifty-five percent of the respondents said they were. Forty-two of them said they were both responsible for the tasks and only one person said her husband was ultimately responsible. (This person also outranked her husband.)

The last question asked the respondent to select the type of marriage that applied to her. Six categories were given (1) Macho Man, (2) Wonder Woman, (3) Fair - Weather Friend, (4) Who's Afraid of Virginia Woolf? (5) Laissez Faire, and (6) Camelot. The results are found in Table 7.

Fifty-three percent of the dual career military women said that they had a Camelot type marriage, (Neither partner dominates.), while thirty-four percent of them characterized their marriage as the Fair - Weather Friend type (One mate dominates but encourages and emotionally supports his spouse.)

Table 7

Responses to Type of Marriage

NUMBER	TYPE MARRIAGE	RESPONSES	PERCENTAGE
1	MACHO MAN	2	5
2	WONDER WOMAN	2	5
3	FAIR-WEATHER FRIEND	13	34
4	WHO'S AFRAID OF VIRGINIA WOOLF	1	3
5	LAISSEZ FAIRE	0	0
6	CAMELOT	20	53

Chapter 5

Summary and Conclusions

It is apparent that the pressures of our society has cause the growth of dual career couples in the Navy, but it has also caused the woman in that family to take on more roles and with them bring more responsibilities. As has been stated in the literature, the woman in this family must perform the customary role of a subordinate, even though she continues to carry the role of professional.

The purpose of this study was to explore the causes and the impact of stress and overload on the woman in the dual career Navy family. It was hypothesized that, no matter how high the woman climbs the ladder in her military career, she will still be thought of as "mom" if she is a mother and the one who is specifically responsible for childrearing and housekeeping.

It is clear that women officers are satisfied with their roles as mother, wife and Naval Officers and are doing quite well with coping with them, but for how long? These women are suffering from role overload and health problems, which often accompany these roles, such as: depression, headaches, becoming tired and eating more/less, but they

tend to think that their role overload does not conflict with their job performance.

There are many stressors in the lives of the dual career military woman and those stressors that causes the most problems are:

1. planning her career
2. spending time with her family
3. changing duty
4. moving
5. separations from her husband
6. preparing to move
7. finding assignments in the same geographical location
8. long working hours
9. finding good childcare
10. finding after hour childcare

It was also noted that even though the women in this study characterized their marriage as a Camelot type marriage (Neither partner dominates. The couple shares most of the household tasks and childrearing.) they are still ultimately responsible for childrearing and housekeeping. Husbands are not doing their fair share.

Results of this study also indicated that these women ranked mother as their number one role, followed by wife and Naval Officer.

This investigator believes that further research on a larger population would also show that women officers are serious about the Navy and their families; and that both can be performed effectively.

Chapter 6

Recommendations

Dual career military families are here to stay and so are their stress and overload. In view of the fact that these dual career military women do not feel that role overload is conflicting with their job performance, these women are in need of help. The military in it's attempt to retain service couples should:

1. encourage participation in professional organizations such as, the Women Officers Professional Association (WOFA), the National Naval Officers Association (NNOA) and other professional organization.
2. encourage networking with other dual career military women.
3. provide seminars and workshops to dual career military families on ways of coping with stress and overload.
4. work at relieving some of the problems that are causing stress and overload in the dual career family such as:
 - a. assigning couples in the same

geographical locations.

- b. providing child care that is comparable to good child care in the civilian community.
- c. providing after hour child care (For 24 hour duty days.)

The Navy is dealing with the dual career family in a number of ways, but in order to recruit and retain dual career Navy couples the Navy must meet their very unique needs. If the Navy meets the needs of the dual career Navy couples it will find that they tend to be more satisfied with their jobs and retention will be much higher, which in turn, leads to higher morale and productivity. The dual career Navy couple, with the support of each other and with the support of the Navy can have the best of two worlds.

Appendix

6 March 1987

TO WHOM IT MAY CONCERN:

I am currently enrolled in the Master's program in Educational Administration at San Diego State University. For my Master's project, I am doing a study on the types of **stress** and **role overload** that affect the woman in the dual career military family.

I would greatly appreciate it if you could "donate" about 15 minutes of your time to fill out the following questionnaire. I have enclosed a return envelope for the completed information. Please return this material as soon as possible, no later than 20 March 1987.

If you request, I will be glad to furnish results of this study.

Thank you,



Vanessa O. Johnson

11

USN

STRESS AND OVERLOAD ON THE WOMAN IN THE
DUAL CAREER MILITARY FAMILY

Stress and role overload continues to present problems in the dual career military family. In order to find out what stressors and roles military women are bombarded with in their lives, please complete the following questionnaire as accurately as possible. Thank you for your assistance.

PART I. BACKGROUND INFORMATION:

1. Your Rank_____Your spouse's _____.
2. Your Designator_____Your spouse's_____.
3. Year you received your commission_____
- Source? OCS OIS USNA NROTCU OTHER_____
4. Your Age_____ Spouse's Age _____
5. Your Educational Level_____Your spouse's_____.
- 12+ AA BA BS MA MS PHD
6. Number of children_____.
7. Ages of your children _____,_____,_____,_____,_____,_____.
8. Do you plan to stay in the Navy? YES NO
9. How long have you been married? _____
10. How many times have you been married? _____
11. Are you satisfied with your job? YES NO
12. Is your spouse satisfied with his job? YES NO
13. Is your spouse satisfied with you working? YES NO

PART II. STRESSORS

As a woman in a dual career military family how much of a problem are the stressors below: (Circle your response)

	No Problem	Minor Problem	Major Problem	N/A
1. Planning your career	1	2	3	4
2. Deciding to stay in the Navy	1	2	3	4
3. Loneliness	1	2	3	4
4. Spending time with family	1	2	3	4
5. Job performance	1	2	3	4
6. Promotions	1	2	3	4
7. Change of duty	1	2	3	4
8. Moving	1	2	3	4
9. Separation from husband				
a. deployments	1	2	3	4
b. other separations	1	2	3	4
10. Dealing with stress before deployments.	1	2	3	4
11. Adjusting to husband after deployment.	1	2	3	4
12. Coping while husband is away.	1	2	3	4
13. Preparing for a move.	1	2	3	4
14. Being married and in the Navy	1	2	3	4
15. My relationship with my spouse.	1	2	3	4
16. Locating a good school for my child(ren).	1	2	3	4
17. Being a parent and being in				

the Navy.	1	2	3	4
	No Problem	Minor Problem	Major Problem	N/A
18. Finding good childcare	1	2	3	4
19. Finding after hour childcare	1	2	3	4
20. Finding assignments in the same geographical location	1	2	3	4
21. Long working hours	1	2	3	4
22. Standing military duty	1	2	3	4
23. Spousal support	1	2	3	4
24. Career related problems due to demands of raising kids	1	2	3	4
25. Competition with husband	1	2	3	4
26. Husband thinks his job is more important	1	2	3	4
27. My job is more important than my husband's	1	2	3	4

28. Which stressors are the most problem? (USE NUMBERS ONLY.) Rank the 5 worst. The worst first. (NO TIES)

1. _____
2. _____
3. _____
4. _____
5. _____

29. HEALTH PROBLEMS DUE TO STRESS

a. Spine and back pains	1	2	3	4
b. Becoming over-tired	1	2	3	4
c. Trouble getting to sleep	1	2	3	4

d. Difficulty awaking	1	2	3	4
e. Upset stomach	1	2	3	4
f. Feeling nervous/fidgety	1	2	3	4

	No Problem	Minor Problem	Major Problem	N/A
g. Spells of dizziness	1	2	3	4
h. Smoking more	1	2	3	4
i. Drinking more	1	2	3	4
j. Eating less/more	1	2	3	4
k. Headaches	1	2	3	4
l. Loss of hair	1	2	3	4
m. Depression	1	2	3	4
n. _____	1	2	3	4
o. _____	1	2	3	4
p. _____	1	2	3	4

PART III. ROLE OVERLOAD

1. Check the roles which apply to you.

☐ Naval Officer

☐ friend

☐ manager

☐ daughter

☐ wife

☐ sister

☐ mother

☐ student

☐ supervisor

☐ older woman

☐ Dept. head

☐ coordinator

☐ management official

☐ Others:

☐ Naval Officer's wife

_____ working woman _____
 _____ housekeeper _____
 _____ housewife _____
 _____ counselor _____
 _____ administrator _____

TOTAL NUMBER OF ROLES MARKED _____

2. Do you feel that you are suffering from role overload? YES NO
3. Does your role overload conflict with your job performance? YES NO
4. Which role takes precedence? Rank your first 5 roles.

1 _____

2 _____

3 _____

4 _____

5 _____

5. Mark an "X" if your husband **share** responsibility for:

Cooking _____

Cleaning _____

Mopping/waxing _____

Ironing _____

Bathing the kids _____

Making the bed _____

Feeding the kids _____

Parenting _____

Shopping for food _____

Paying bills _____

Caring for sick kids _____

Doing laundry _____

Tucking kids in bed _____

Vacuuming _____

Helping kids with homework _____

Wash/Fold clothes _____

Attending school meetings _____

Washing dishes _____

6. In your family who is ultimately responsible for taking care of the tasks marked in number 5? ME HIM BOTH

PART IV. THE DUAL CAREER MARRIAGE

Within the dual career family there are different types of marriages. Which category below applies to your family?-----
(number)

1. MACHO MAN - The husband is the dominant force in the family. His career comes first. His wife's career is seen as a hobby to fill her extra time.
2. WONDER WOMAN - The woman dominates. She makes the major decisions for the couple. She outdistance her husband in her achievement level. Her needs and career come first.
3. FAIR-WEATHER FRIEND - One mate dominates but encourages and emotionally supports his/her spouse. The wife receives encouragement, but still has the major responsibilities for the children and home.
4. WHO'S AFRAID OF VIRGINIA WOOLF? - Each person attempts to dominate and compete with the other.
5. LAISSEZ FAIRE - This is a marriage of convenience. Each partner goes his or her separate way.
6. CAMELOT - In this marriage, neither partner dominates. The couple shares most of the household tasks. Decisions are made through mutual consent.

COMMENTS, CONCERNS or RECOMMENDATIONS to other dual career military women.

THESIS RESULTS I

	RANK	SPOUSE RANK	DESIGNATOR	SPOU DESIG	YR COM11	SOURCE	AGE	SPOUSE AGE	ED LEVEL
1	03	03	1100	1310	1979	0CS	34	32	MA
2	04	04	1100	1110	1974	0CS	37	36	BA
3	05	05	2900	2900	1969	0IS	38	43	BS
4	04	04	1100	1110	1975	0CS	35	35	BS
5	04	05	1100	1110	1974	0CS	35	44	MS
6	03	03	1100	1115	1979	0CS	33	29	MA
7	05	03	2900	1310	1969	0CS	36	35	BS
8	04	03	2900	2900	1977	0IS	32	32	BS
9	04	06	2900	1100	1973	0IS	36	46	BS
10	04	E3	2900	0	1976	0IS	33	30	MS
11	03	03	1100	1460	1980	NROTC	28	32	MA
12	04	06	2900	1310	1972	0IS	36	47	BS
13	03	03	2900	1110	1983	0IS	28	26	BS
14	01	E7	1100	0	1986	0CS	33	40	BA
15	04	04	1100	1110	1974	0CS	36	35	BS
16	04	03	1100	6380	1972	0CS	41	36	PHD
17	03	03	1100	1120	1981	0CS	39	39	BS
18	03	E6	1107	0	1979	0CS	30	30	BS
19	02	03	3100	MARINE	1984	USNA	25	26	BS
20	04	03	1100	2500	1974	0CS	34	36	MA
21	03	04	2900	2900	1979	0IS	34	35	BS
22	03	05	1100	1320	1977	0CS	36	39	BA
23	05	05	2900	MARINE	1971	0IS	37	37	MS
24	03	04	1100	1315	1979	0CS	32	32	MA
25	03	04	1100	1130	1982	0CS	29	35	MS
26	01	03	1100	MARINE	1987	NROTC	22	22	BA
27	03	E6	1100	0	1980	NROTC	28	34	BA
28	03	E6	1100	0	1979	0CS	35	36	MS
29	04	04	2200	2200	1981	0IS	33	38	DDS
30	03	E7	1100	0	1980	0CS	29	39	BS
31	03	E9	1107	0	1981	0CS	31	40	BA
32	03	03	1100	2105	1979	0CS	30	30	BS
33	03	03	1110	1115	1982	USNA	27	30	BS
34	03	03	1100	1110	1979	0CS	31	30	BA
35	03	03	1100	1110	1981	0CS	34	36	MA
36	02	E5	1105	0	1983	0CS	26	25	BS
37	03	03	1100	1110	1979	0CS	31	30	BA
38	04	05	1100	1300	1972	0CS	36	40	MA

THESIS RESULTS I

	SP ED LEV	# CHILDREN	AGE OF CHILD	STAY IN NAV	YRS MARRIED	TIMES MARR	JOB SAT	HIS JOB SAT	SAT W UWOR
1	BA	2	1 6	Y	8	1	Y	Y	Y
2	BS	3	9 7 5	Y	10	1	N	N	N
3	BS	2	4 1	Y	7	2	N	N	Y
4	BS	3	4 3 4 1	Y	5	2	Y	Y	Y
5	BA	0	0	Y	5	2	Y	Y	Y
6	BA	0	0	Y	2	2	Y	N	Y
7	BS	0	0	Y	12	1	Y	Y	Y
8	BS	0	0	Y	3	2	N	N	Y
9	MA	3	20 17 3	Y	9	1	N	Y	Y
10	EPA	0	0	Y	1	1	Y	Y	Y
11	BS	1	2	Y	4	1	Y	N	Y
12	MS	0	0	Y	1	1	Y	Y	Y
13	BS	2	1 1 M	Y	2	1	Y	N	Y
14	BA	1	16	Y	4	3	Y	Y	Y
15	BS	2	4 1	Y	9	1	Y	Y	Y
16	AA	0	0	Y	4	4	N	N	Y
17	MS	1	2	Y	5	1	Y	Y	Y
18	12+	0	0	Y	4	1	Y	Y	Y
19	BS	0	0	N	2	1	Y	Y	N
20	MA	2	3 7	Y	13	1	Y	Y	Y
21	PHD	2	3 1	Y	4	1	Y	N	Y
22	MS	1	3	Y	5	2	Y	Y	Y
23	BS	3	11 3 1	Y	6	2	Y	Y	Y
24	BS	1	2 M	Y	3	1	Y	Y	Y
25	MS	0	0	Y	1	1	Y	Y	Y
26	BS	0	0	Y	1	1	N	Y	Y
27	12	0	0	Y	1	1	Y	Y	Y
28	12	3	1 5 6	Y	1	2	Y	N	N
29	DDS	0	0	Y	6	1	Y	Y	Y
30	12+	1	3	Y	7	1	Y	Y	Y
31	12+	2	12 14	Y	2	2	Y	N	Y
32	PHD	0	0	Y	7	1	Y	N	Y
33	MA	1	1	N	4	1	Y	N	Y
34	BS	0	0	Y	6	1	N	Y	Y
35	BA	1	1	Y	2	1	Y	Y	Y
36	AA	1	1	Y	6	1	Y	Y	Y
37	BS	0	0	Y	6	1	Y	Y	Y
38	MA	2	9 3	Y	14	1	Y	Y	Y

STRESSORS

PLAN CAREER	STAY IN NAV	LONELINESS	TIME W FAM	JOB PERF	PROMOTIONS	CHANGE DUTY	MOVING	DEPLOYMENT
1	2	1	2	1	1	2	3	3
2	1	3	2	2	2	2	3	1
3	1	3	3	2	1	2	1	3
4	1	2	3	1	1	1	1	3
5	1	2	1	1	1	1	1	1
6	1	3	2	3	3	2	2	3
7	2	2	3	2	2	2	2	2
8	1	1	3	3	2	3	3	2
9	3	1	2	2	2	2	2	4
10	3	1	3	3	2	2	3	3
11	1	2	1	1	2	2	2	2
12	3	1	3	1	1	2	2	3
13	1	2	2	2	2	2	2	2
14	1	2	2	1	2	2	2	3
15	1	2	3	3	2	2	2	3
16	3	1	3	2	2	3	2	1
17	2	3	3	3	2	2	2	1
18	3	1	3	3	2	2	2	2
19	2	3	3	3	2	2	2	2
20	3	1	3	3	2	2	2	2
21	3	1	3	2	2	2	2	2
22	2	1	2	1	2	4	4	3
23	1	2	2	2	1	3	2	4
24	1	2	2	1	2	3	1	3
25	3	3	2	3	2	2	2	2
26	2	2	2	1	2	2	2	4
27	3	2	2	1	1	2	2	3
28	3	1	2	1	1	2	2	2
29	2	2	2	2	2	3	3	3
30	2	1	2	1	1	2	1	1
31	1	1	1	1	1	2	3	2
32	2	1	1	1	1	2	2	2
33	3	3	3	1	2	2	3	2
34	2	2	1	1	2	2	3	2
35	2	2	2	2	2	3	2	2
36	2	2	2	1	2	2	2	2
37	2	2	2	1	1	2	2	2
38	2	1	2	1	1	2	2	2

STRESSORS

QTH SEPAR	STR/BEF/DEP	ADJ/SP/AF/D	COP/SP/AW	PREP MOV	MAR/IN/NAV	RELAT/W/SP	LOC/SCHOOL	PAREN/NAVY
1	3	3	3	3	3	1	2	3
2	1	3	2	3	3	3	3	3
3	2	3	1	1	2	2	2	3
4	3	3	3	1	1	1	4	3
5	3	4	4	3	1	1	4	1
6	3	1	2	1	1	1	4	4
7	3	3	2	1	2	3	4	4
8	3	2	2	1	2	1	4	4
9	2	2	2	3	3	1	1	4
10	1	1	1	2	3	2	4	3
11	2	2	1	2	3	1	4	3
12	1	1	1	2	1	1	4	4
13	2	2	3	3	2	1	2	3
14	2	2	1	2	2	1	4	2
15	2	2	2	2	2	1	4	2
16	2	2	2	2	2	3	4	4
17	2	2	1	2	2	2	1	3
18	2	3	1	3	1	1	4	4
19	2	2	1	2	3	2	4	3
20	2	4	2	2	2	2	2	2
21	2	4	3	2	3	3	1	3
22	2	1	2	2	2	2	2	2
23	2	4	2	2	2	1	3	3
24	3	3	3	4	1	2	4	2
25	2	4	4	1	1	1	4	4
26	3	4	2	2	2	1	4	4
27	2	3	1	2	2	3	4	2
28	4	4	4	2	2	1	3	4
29	2	3	3	2	1	2	4	2
30	3	3	1	2	2	1	4	4
31	3	2	1	3	1	1	4	4
32	2	2	1	2	2	1	4	3
33	2	2	1	3	2	1	4	4
34	2	2	3	3	2	1	4	2
35	1	2	2	3	2	1	2	1
36	2	2	2	2	2	1	4	4
37	1	2	2	2	2	1	4	2
38	2	3	2	2	2	2	1	2

STRESSORS

FIND/CHILDCA	AFT/HR/CC	GEO/ASS	LONG HOURS	MIL/DUTY	SPOU/SUPP	CAR/PR/KIDS	COMPE/SPQU	HUS/J0/IMP
1	3	3	3	3	2	3	2	3
2	3	2	3	3	3	3	1	2
3	3	1	2	2	1	2	1	3
4	3	1	3	4	1	2	1	2
5	4	2	2	2	1	4	2	1
6	4	3	2	1	1	4	1	1
7	4	3	2	2	4	4	3	3
8	4	3	3	1	1	4	2	1
9	3	2	3	2	1	2	1	2
10	4	2	2	1	2	4	4	2
11	3	3	2	2	2	1	1	1
12	4	2	2	1	1	4	1	1
13	2	1	3	1	2	2	1	1
14	4	2	1	2	2	2	2	1
15	4	2	1	4	1	4	1	1
16	4	1	1	1	4	3	1	3
17	3	2	3	2	1	4	1	1
18	4	3	3	1	3	4	1	1
19	3	3	3	3	2	4	1	1
20	2	1	2	2	1	1	2	2
21	3	2	2	2	1	3	1	1
22	1	2	1	1	3	1	1	3
23	2	1	1	1	1	2	1	2
24	2	2	1	1	1	1	1	2
25	4	2	1	1	1	4	1	1
26	4	3	2	2	1	4	1	4
27	4	3	2	4	3	4	3	3
28	3	2	2	2	1	2	1	1
29	4	2	2	2	1	4	1	1
30	3	2	2	1	1	2	2	2
31	4	4	1	1	1	4	1	1
32	4	3	1	1	2	4	1	2
33	2	2	1	1	1	2	1	1
34	4	3	2	4	1	4	1	1
35	2	2	2	2	1	2	2	2
36	4	2	2	2	1	2	4	1
37	1	2	2	1	1	4	1	1
38	2	2	1	1	2	2	1	2

STRESSORS

Column 34

HY/JOB/IFP	#1 STRESSOR	#2 STRESSOR	#3 STRESSOR	#4 STRESSOR	#5 STRESSOR
1	1	20	9A	19	17
2	2	23	17	15	14
3	3	4	18	19	26
4	4	23	18	8	9A
5	2	1	9B	25	13
6	1	9	20	4	12
7	1	20	26	11	15
8	1	21	5	4	21
9	2	18	19	4	5
10	4	7	14	21	1
11	1	20	4	8	17
12	1	9A	20	13	6
13	1	17	4	1	7
14	3	27	8	13	15
15	1	24	17	18	10
16	1	6	5	15	9
17	1	24	4	18	5
18	1	20	13	8	21
19	1	4	9	17	2
20	1	21	8	5	4
21	1	15	4	21	1
22	1	4	7	17	21
23	4	15	19	23	17
24	2	9A	9B	12	11
25	1	2	20	22	0
26	1	20	9	2	21
27	4	20	10	11	1
28	1	18	19	25	20
29	1	9	12	3	4
30	4	8	7	10	9B
31	1	4	1	14	15
32	2	20	9	7	21
33	1	17	24	4	11
34	1	20	1	2	13
35	4	7	13	8	18
36	1	8	9A	10	1
37	1	20	1	9A	4
38	1	18	23	11	26

OVERLOAD

SPINE/BACK	TIRED	TROU/SLEEP	DIFF/AWAK	UPSET/STOM	NERVOUS/FIL	DIZZINESS	SMOKING	DRINKING
1	2	2	3	1	1	1	4	1
2	2	1	1	1	1	1	1	1
3	1	1	3	1	3	1	1	1
4	4	3	2	4	4	4	4	4
5	2	2	2	4	4	4	4	2
6	3	2	1	2	1	1	1	1
7	1	2	1	1	2	1	1	2
8	1	1	1	1	2	1	4	4
9	2	1	2	1	1	1	1	1
10	1	2	3	2	1	4	4	4
11	2	1	1	1	2	1	4	4
12	1	1	1	1	1	1	1	1
13	2	1	3	1	1	1	1	1
14	2	2	2	1	2	1	3	4
15	2	2	2	2	2	1	4	4
16	1	1	2	1	2	1	1	1
17	3	1	2	1	2	1	1	1
18	1	2	2	2	2	1	4	4
19	1	1	3	2	2	2	1	1
20	1	1	1	3	3	2	1	1
21	1	1	1	1	1	1	1	1
22	1	1	1	1	1	4	1	1
23	1	1	1	1	1	1	1	1
24	1	1	1	1	2	1	1	1
25	1	1	2	1	1	1	1	1
26	1	2	2	3	3	1	4	4
27	1	1	1	1	1	1	1	1
28	1	1	3	1	1	1	1	3
29	2	1	2	1	1	1	4	1
30	2	1	2	1	1	1	4	1
31	2	3	3	3	2	1	1	1
32	3	1	1	2	1	2	1	4
33	4	1	2	4	4	4	4	1
34	1	4	2	1	1	1	4	1
35	4	1	4	1	4	4	4	4
36	1	1	1	2	2	1	4	1
37	4	1	2	1	2	1	4	1
38	4	2	1	1	1	1	4	1
39	4	4	4	3	1	4	4	4

OVERLOAD

	EAT/MO/LES	HEADACHES	HAIR LOSS	DEPRESSION	OTHERS	TOTAL ROLES	SUF/ROL/OVL	CONF/W/LJOB	#1 RÔLE
1	2	2	2	2	0	15	Y	Y	MOTHER
2	3	3	1	2	0	17	Y	N	NAV OFF
3	3	3	1	2	IRRITABLE 3	16	Y	Y	MOTHER
4	4	4	4	3	0	13	Y	N	MOTHER
5	3	4	4	2	0	15	N	N	WIFE
6	1	1	1	1	0	6	N	N	WIFE
7	3	3	1	2	0	14	Y	Y	NAV OFF
8	2	1	1	2	IRRITABLE 2	13	Y	Y	WIFE
9	1	2	1	1	0	17	Y	N	WIFE
10	2	3	4	4	SHORT/TEM 2	17	Y	Y	NAV OFF
11	2	2	4	2	0	15	Y	N	MOTHER
12	1	2	1	1	0	10	N	N	WIFE
13	3	2	1	2	0	12	Y	N	MOTHER
14	2	2	4	2	0	14	Y	N	NAV OFF
15	3	2	1	2	0	13	Y	Y	MOTHER
16	3	2	1	2	HIGH BLOOD 3	15	N	N	-
17	2	1	1	3	0	13	Y	Y	MOTHER
18	2	2	4	2	0	12	N	N	WIFE
19	3	3	1	3	TENSE MUS 3	18	Y	Y	WIFE
20	3	1	1	1	0	14	Y	Y	MOTHER
21	1	2	1	2	0	13	Y	N	MOTHER
22	1	1	1	1	0	13	Y	N	MOTHER
23	3	2	1	2	0	15	N	N	MOTHER
24	1	1	1	3	0	12	N	N	MOTHER
25	1	1	1	1	0	13	N	N	MOTHER
26	3	2	1	2	0	14	Y	Y	FRIEND
27	1	1	1	2	0	13	Y	N	SERV OF GOD
28	3	3	1	2	0	13	Y	N	WIFE
29	3	2	1	3	ULCER 3	10	Y	Y	NAV OFF
30	2	1	4	1	0	9	N	N	WORK WOMAN
31	3	3	1	2	0	14	Y	Y	MOTHER
32	3	1	1	2	0	11	N	N	WIFE
33	4	4	1	1	0	9	N	N	NAV OFF
34	1	1	1	4	0	13	N	N	MOTHER
35	2	3	4	2	0	12	N	N	PERSON
36	1	3	4	4	0	14	Y	Y	NAV OFF
37	1	1	1	1	0	15	N	N	MOTHER
38	4	2	4	4	0	16	N	N	WIFE
						12	Y	Y	MOTHER

OVERLOAD

Co

Column 26

Column 25

TYPE MARRIA

ULT/RES/TAS

*5 ROLE

*4 ROLE

*3 ROLE

*2 ROLE

1	WIFE	STUDENT	NAVAL OFF	NAV OFF WIFE	M	3
2	DEPT HEAD	MOTHER	WORK WOMAN	HOUSEWIFE	M	1
3	NAV OFF	DEPT HEAD	COORDINATOR	WIFE	M	3
4	WORK WOMAN	NAV OFF	WIFE	DAUGHTER	M	6
5	NAV OFF	DAUGHTER	SISTER	COUNSELOR	M	6
6	NAV OFF	FRIEND	WORK WOMAN	HOUSEWIFE	B	6
7	DEPT HEAD	COUNSELOR	ADMINISTRAT	SUPERVISOR	M	2
8	NAV OFF	HOUSEKEEPER	FRIEND	DAUGHTER	B	6
9	MOTHER	NAV OFF	HOUSEKEEPER	SUPERVISOR	B	6
10	WIFE	DAUGHTER	SISTER	DIV OFF	B	6
11	WIFE	NAV OFF	WORK WOMAN	DEPT HEAD	M	3
12	NAV OFF	DAUGHTER	SISTER	MANAGER	B	6
13	WIFE	NAV OFF	DAUGHTER	FRIEND	B	6
14	WIFE	WORK WOMAN	HOUSEKEEPER	MOTHER	B	6
15	MANAGER	NAV OFF	ADMINISTRAT	WIFE	M	3
16	-	-	-	-	B	6
17	WIFE	NAV OFF	HOUSEKEEPER	NAV OFF WIFE	M	3
18	NAV OFF	WORK WOMAN	NAV OFF WIFE	MANAGER	B	6
19	MOTHER	COUNSELOR	SUPERVISOR	NAV OFF	B	3
20	WIFE	NAV OFF	DEPT HEAD	COUNSELOR	M	3
21	WORK WOMAN	WIFE	NAV OFF	COUNSELOR	M	6
22	WIFE	NAV OFF	DEPT HEAD	ADMINISTRAT	M	6
23	NAV OFF	OLDER WOMA	WORK WOMAN	WIFE	B	3
24	WIFE	NAV OFF	MANAGER	FRIEND	M	3
25	WORK WOMAN	NAV OFF	WIFE	DAUGHTER	B	4
26	WIFE	NAV OFF	CAREER WOM	FRIEND	B	6
27	NAV OFF	DEPT HEAD	SUPERVISOR	MANAGER	M	3
28	MOTHER	WIFE	STUDENT	CRAFTSPERS	M	1
29	WIFE	HOUSEKEEPER	NAV OFF	NAV OFF WIFE	M	3
30	WIFE	NAVA OFF	COUNSELOR	FRIEND	M	3
31	NAV OFF	MANAGER	SUPERVISOR	-	H	6
32	WIFE	FRIEND	MANAGER	STUDENT	B	6
33	COORDINATOR	FRIEND	COUNSELOR	WIFE	M	6
34	WORK WOMAN	WIFE	NAV OFF	FRIEND	B	6
35	MOTHER	WIFE	SISTER	DAUGHTER	B	6
36	WIFE	HOUSEKEEPER	NAV OFF	-	M	2
37	NAV OFF	DAUGHTER	STUDENT	SISTER	M	6
38	DIC	NAV OFF	WIFE	NAV OFF WIFE	M	3

SHARAD DESAI

	COOKING	HOP/WAX	BATH/KIDS	FEED/HIPS	SHEEP/FOOD	CARE SHEP HUT	TUCK MID BED	HOMEWORK	SCHOOL ITTG	NITG
1	N	Y	Y	Y	Y	Y	Y	Y	N	N
2	N	N	Y	N	N	R	N	Y	N	N
3	N	N	N	N	N	R	Y	N	N	N
4	N	N	N	N	N	R	Y	N	N	N
5	Y	Y	N	N	N	-	-	-	-	-
6	Y	N	N	N	Y	R	N	N	N	N
7	Y	N	N	N	N	R	N	N	N	N
8	Y	N	N	N	N	R	N	N	N	N
9	N	N	N	Y	Y	R	N	N	N	N
10	N	N	N	N	Y	R	N	N	N	N
11	N	N	N	Y	N	R	Y	N	N	N
12	Y	Y	N	Y	Y	R	Y	N	N	N
13	Y	Y	N	Y	Y	R	Y	N	N	N
14	Y	N	Y	Y	Y	R	Y	N	N	N
15	Y	Y	Y	Y	N	R	N	N	N	N
16	N	N	N	N	Y	R	N	N	N	N
17	N	N	N	N	Y	R	N	N	N	N
18	N	N	N	N	Y	R	N	N	N	N
19	Y	N	N	N	Y	-	-	-	-	-
20	Y	N	N	N	Y	-	-	-	-	-
21	Y	N	Y	Y	Y	X	N	Y	N	N
22	Y	N	Y	Y	Y	X	N	Y	N	N
23	N	N	Y	Y	N	M	N	N	N	N
24	N	N	Y	Y	Y	M	N	N	N	N
25	Y	Y	N	Y	Y	-	-	-	-	-
26	Y	Y	N	Y	Y	-	-	-	-	-
27	Y	N	N	N	N	-	-	-	-	-
28	Y	N	N	N	N	-	-	-	-	-
29	Y	N	N	N	N	Y	N	N	N	N
30	N	N	N	N	Y	N	N	N	N	N
31	N	N	N	N	Y	N	N	N	N	N
32	Y	Y	N	Y	N	Y	N	N	N	N
33	Y	Y	N	Y	N	Y	N	N	N	N
34	Y	Y	N	Y	Y	-	Y	N	N	N
35	Y	Y	N	Y	Y	-	Y	N	N	N
36	Y	Y	N	Y	Y	-	Y	N	N	N
37	Y	Y	N	Y	Y	-	Y	N	N	N
38	N	N	Y	N	N	Y	N	N	N	N

SHARED RESF.

[illegible]

1 01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 100

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